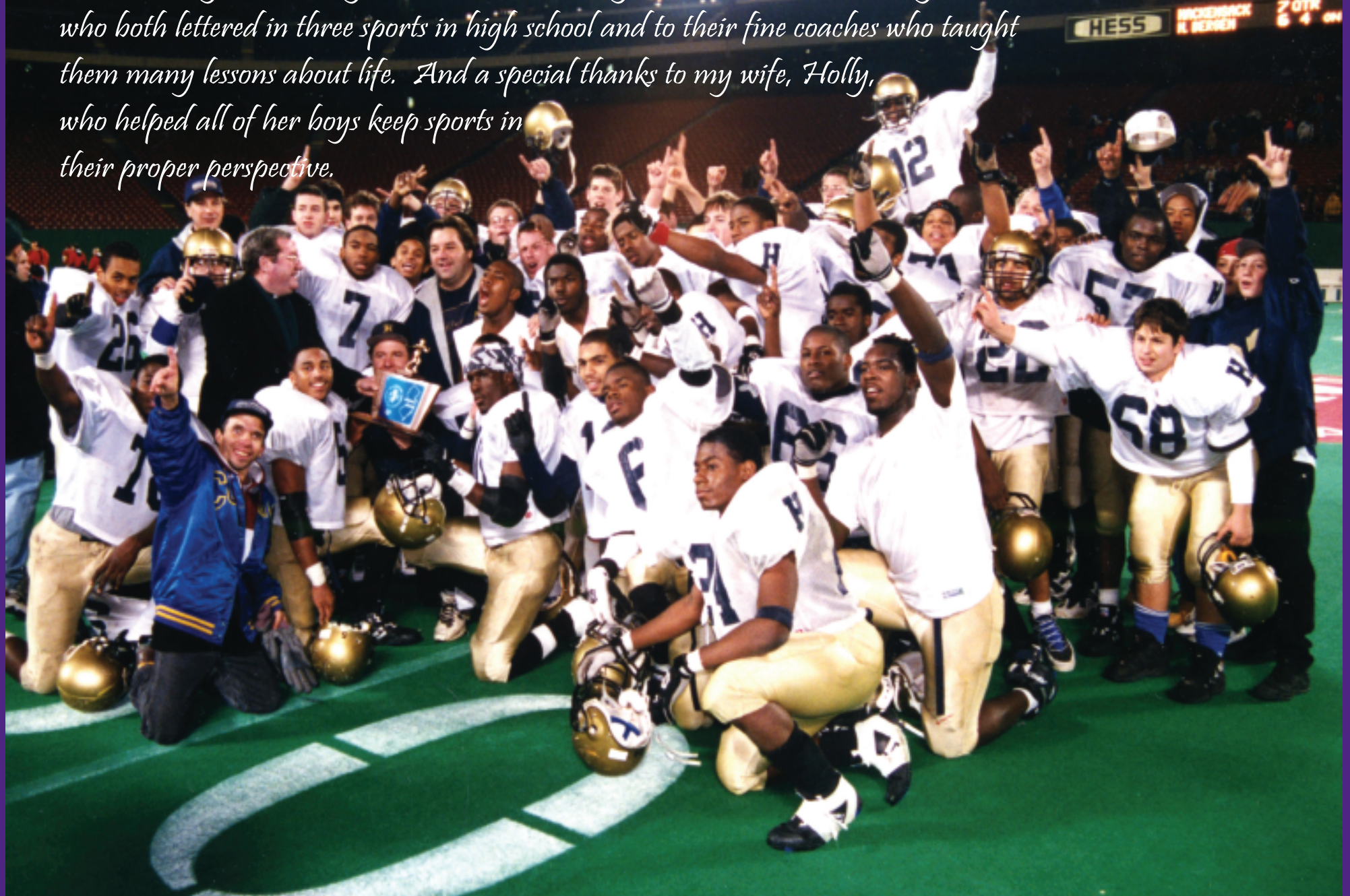


*This chapter is dedicated to all of the members of the New Jersey State Interscholastic Athletic Association and the many outstanding coaches in New Jersey. It's also dedicated to my two sons, Paul and Michael, who both lettered in three sports in high school and to their fine coaches who taught them many lessons about life. And a special thanks to my wife, Holly, who helped all of her boys keep sports in their proper perspective.*



**T**he New Jersey State Interscholastic Athletic Association grew out of a meeting that was held in the council chambers of City Hall in Newark on September 27, 1918. Attending the meeting were 50 representatives from 21 secondary public and private schools in the state. They appointed a temporary committee that was comprised of Walter E. Short (then, the Director of Athletics in the Newark schools), sportswriter G. A. Falzer of The Newark Sunday Call and E. C. MacArthur of the Peddie School. On November 8 of that year, with 32 schools represented, a constitution was adopted and the organization was named the New Jersey Football Association. Mr. MacArthur was elected as its first president. Although confining all of its efforts to football, the success of this group encouraged the administrators and coaches of other interscholastic sports to call for a reorganization meeting on March 28, 1919. At this time, the name was changed to the New Jersey State Interscholastic Athletic Association (NJSIAA).

Since it was first formed, the NJSIAA has grown in many ways. The number of member schools has increased from 21 members in 1918 to 433 in 2004; the

Executive Committee has gone from its original five members to 50. In 1965, junior high schools were admitted to membership and, in 1967, the activities of the girl's interscholastic athletics program were approved for guidance by the association. In 1979, the Legislature adopted Chapter 172 (N.J.S.A. 18A:11-3 et seq.) which provided formal authorization for public school members to join the NJSIAA and authorized the Commissioner of Education to consider appeals from action of the Association.

## LEADERSHIP

The NJSIAA has been blessed with outstanding leaders. Its leadership includes the following line of succession:

- **Walter E. Short** served the organization as **Secretary on a part time basis from 1918-47**. Upon his retirement from the Trenton school system in that year, he was appointed to serve in that capacity on a full time basis until his retirement in 1958.
- **Norman Mansfield**, the former Athletic Director at Montclair High School, served as an interim administrator until 1960.
- **James G. Growney** resigned his position as Director of Athletics, Health and Physical Education for the West New York schools

## Chapter 21

### High-School Sports in New Jersey: A Brief History

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to become Executive Secretary-Treasurer of the NJSIAA. Under his guidance, the organization has been acclaimed as a leader in many activities on the national scene. Mr. Growney retired on July 1, 1981.



- **Robert F. Kanaby** served as Executive Secretary-Treasurer during the 1980-81 year while Mr. Growney was on leave. He continued as Executive Director until 1993.
- **James C. Riccobono** assumed duties as Executive Director in April 1993.
- **Boyd A. Sands** became the sixth Executive Director of the NJSIAA in September 1993.

## NJSIAA ADMINISTRATION

The NJSIAA headquarters is located on Route 130 in Robbinsville, New Jersey. The daily operations of the NJSIAA are carried out by a full-time Executive Director and staff. From an organizational standpoint, the NJSIAA is governed by an Executive Committee. The duties of the committee encompass application and enforcement of the rules and regulations that are adopted by

the member schools. The committee is composed of the following 50 representatives:

- **21 from the public high schools**
- **4 from the non-public high schools**
- **13 ex-officio members** from the State Department of Education; the New Jersey School Boards Association; the Education Committee of the New Jersey State Legislature (two members, one from the Assembly and one from the Senate); the New Jersey Association of School Administrators; the New Jersey Association of School Business Officials; the New Jersey Principals and Supervisors Association; the New Jersey Council of Catholic Diocesan Superintendents; the New Jersey Scholastic Coaches Association; New Jersey Registered Officials; the Directors of Athletics Association of New Jersey; the New Jersey Association of Independent Schools; and the immediate Past President of the Executive Committee of the NJSIAA
- **12 at-large members** who serve on the school boards of districts with four representatives from secondary schools who are elected by the Board of Directors of the New Jersey School Board Association and eight representatives who are elected by the NJSIAA's Executive Committee

On a broader scale, the NJSIAA is an active member of the National Federation of State High School Associations, headquartered in Kansas City, Missouri, which numbers more than 20,000 schools, 500,000 coaches and athletic directors, 500,000 officials and judges and ten million high-school athletes.

Through the policymaking of its Executive Committee, the NJSIAA member schools endorse the National Federation's five major purposes as their own. These purposes are to . . .

1. **unify the directions, control and standards of competition**
2. **stimulate the development of sound programs**
3. **prevent exploitation of students and schools**
4. **coordinate programs and activities with related organizations**
5. **study rules and game conditions and publish rulebooks and handbooks dealing with activities**

### **CHAMPIONSHIPS: COMPETITIVE OFFERINGS**

State champions were declared in football in 1918. Baseball, basketball and track were added to the championship group in 1919.

And in the fall of that year, cross country was included.

Since that time, the championship picture has expanded considerably. Presently, the NJSIAA crowns state champions in 31 sports (16 for boys and 15 for girls). Boy's championships are held in baseball, basketball, bowling, cross country, fencing, football, golf, ice hockey, lacrosse, soccer, swimming, tennis, track-outdoor, track-winter, volleyball and wrestling. Girl's championships are held in basketball, bowling, cross country, fencing, field hockey, golf, gymnastics, lacrosse, soccer, softball, swimming, tennis, track-outdoor, track-winter and volleyball.

During the school year, 225,000 boys and girls compete in approximately 6,500 individual sports programs offered by member schools. This involves more than 100,000 contests and is accomplished under the guidance and tutelage of more than 400 athletic directors and approximately 15,000 coaches.

In order to monitor the progress of 31 sponsored sports programs and conduct championship tournaments, the NJSIAA operates 12 months a year and works with the Directors of Athletics Association of New Jersey, the State Department of Education, the New Jersey Principals of





Education, the New Jersey Principals and Supervisors Association, the New Jersey Association of School Administrators (Superintendents), the New Jersey School Boards Association and the New Jersey Scholastic Coaches Association. The total number of championship events that are offered to New Jersey's student-athletes and handicapped athletes/Special Olympics by the NJSIAA rank the association second in the nation.

To assist in conducting state tournaments/championships, the NJSIAA employs up to 12,500 part-time employees. The NJSIAA also registers more than 10,000 officials in all sports and monitors their training and evaluation procedures.

As part of its responsibility to keep member schools updated on changes in scholastic athletics, the NJSIAA produces more than a dozen publications: a regular bulletin, handbooks, directories, a records book, various tournament programs and tournament/championship regulations. More than one million copies of these publications are distributed.

In advance of each tournament/championship, instructions are sent to host

sites and faculty managers on how to conduct each championship. After these events, each sport, through its own committee, evaluates and assesses the operation and offers recommendations for future tournaments and championships.

## **SPORTSMANSHIP: NJSIAA'S NUMBER ONE PRIORITY**

With regard to good sportsmanship, the NJSIAA recognizes that the influence and accountability of the school administration extends to all levels of competition. However, the NJSIAA has been vested with the responsibility to ensure that all contests under its jurisdiction are conducted satisfactorily. In exercising its responsibility as it applies to the principles of good sportsmanship, the association is guided by the following rule: Sportsmanship, high standards of courtesy, and fair play must be featured at all association competitions.

While this rule is a general statement and one that may be difficult to reduce to objective standards in terms of enforcement, it is the heart of the entire association program. Good sportsmanship, respect for rules, respect for others and fair play are basically the motives through which an interscholastic athletic program is justified and defended.





It is the responsibility of each member school to ensure that all individuals who are employed by or directly associated with the athletic program, including its student-athletes, conduct themselves in a sportsmanlike manner when representing their school, especially at interscholastic events.

Unsportsmanlike conduct subjects an individual to disciplinary action. The member school with which an individual is associated may also be subject to disciplinary action if it is found that the member school's policies, actions or failure to take action substantially contributed to the individual's conduct. Individuals for whom this applies include any athletic department staff member, student-athlete, fan or spectator who is associated with a member school.

Unsportsmanlike conduct includes but isn't limited to . . .

- **any person who strikes or physically abuses an official, opposing coach, player or spectator**
- **any person who intentionally incites participants or spectators to violent or abusive action**
- **any person who uses obscene gestures or profane or unduly provocative language or action toward officials, opponents or spectators**

- **any school or athletic department staff member who's publicly critical of a game official, opponents and/or opposing coaches/players**

The administration of a member school is responsible for the unsportsmanlike conduct of that school's fans or spectators. In addition to the NJSIAA disciplinary action, any violations of our sportsmanship rule, including but not limited to disqualifications in the area of racial, ethnic and gender bias, result in the NJSIAA contacting and working directly with the Conference and Community Agency (Human Rights/Civil Rights Group) that focuses on this important aspect of social behavior as it relates to athletics.

### COACHING IN NEW JERSEY

The New Jersey Scholastic Coaches Association (NJSCA) represents all coaches in the state under the umbrella of the NJSIAA. The major activities of the NJSCA include but are not limited to hosting 30 clinics and workshops, NJSIAA Sports Committees, NJSIAA Seeding Committees and Hall of Fame programs, as well as encouraging higher standards for academics and promoting public relations for all sports.

Unsportsmanlike conduct includes but isn't limited to . . .

- *any person who strikes or physically abuses an official, opposing coach, player or spectator*
- *any person who intentionally incites participants or spectators to violent or abusive action*
- *any person who uses obscene gestures or profane or unduly provocative language or action toward officials, opponents or spectators*
- *any school or athletic department staff member who's publicly critical of a game official, opponents and/or opposing coaches/players*



Those who've participated and coached at the high school level recognize the importance of the bond between a student-athlete and coach. Clearly, coaches are role models for student-athletes. This is truer now than ever before, given the fact that familial and societal support doesn't exist to the same degree today as they did in the past.

Because of coaches, athletics are the most cost efficient and educationally accountable aspect of secondary schools. What's sometimes forgotten is that coaches are teachers. Other than in athletics programs, teachers rarely have the opportunity to teach what they want to teach to students who learn what they want to learn. And both teachers and students are willing to work hour after hour on their own time (after school) to make certain that everything that can be taught is taught and everything that can be learned is learned.

Coaches may not be the reason why students come out for sports but they're usually the reason why students stay out for sports. Coaches don't give ability to the students but they discover and develop it. In short, coaches make both the quantitative and qualitative difference.

Coaches are the reason why some schools are more successful than others in terms of winning contests, displaying better sportsmanship and having a more educationally based program. They make the

difference between a program of excesses and a program of education. They're the critical link in the educational process of athletics, the sportsmanship at contests and the traditions of success that some schools enjoy. Coaches are the delivery system of educational athletics.

## COACHING EXPECTATIONS AND RESPONSIBILITIES

There are numerous expectations and responsibilities for coaches. They need to be excellent role models, teachers, managers, leaders, motivators and sport specialists. Let's look at each one of these main areas and learn some specific expectations and responsibilities.

### Role Models

- **demonstrate appropriate behavior**
- **work hard and behave professionally**
- **foster a proper image in being well groomed and neat**
- **display the best qualities of good sportsmanship**
- **are patient and supportive**
- **eliminate the use of foul and abusive language or body language**
- **stress fair play**

### Teachers

- understand adolescent psychology and developmental stages
- set positive and realistic goals for each athlete
- set short term goals (day to day, week to week and/or contest to contest) and long term goals (monthly, seasonal and multiple seasons) for each player and the team
- recognize individual and team success and limitations
- define success on an individual and group basis
- teach responsibility
- are predictable, punctual and organized
- bolster confidence by using consistent rewards
- recognize that student-athletes don't need or want their coach to be "another one of the boys" or "another one of the girls"

### Managers

- are responsible for the physical and mental health and safety of their athletes
- supervise their athletes properly
- conduct team meetings to discuss the reasons for doing things
- promote proper nutrition, rest, health and the avoidance of performance-enhancing substances

- create a climate that prohibits hazing and bullying
- praise those who have done their best and remember that there are lessons "learned" from a loss
- produce a sense of pride through hard work
- develop strong lines of communication
- avoid sarcasm and blend sincere praise with constructive criticism, looking for positive accomplishment
- foster and constantly display respect for game officials
- motivate in positive terms

### Leaders

- ensure that every coach and player is respected and shown respect
- exhibit self control at all times
- foster a professional relationship with officials and respect for their authority
- demonstrate enthusiasm

### Motivators

- inspire their athletes and make the sport fun
- avoid using fear as a motivator
- demonstrate a sense of humor
- encourage a variety of skills and interests







## Sport Specialists

- **are technical (fundamentals) and tactical (team) authorities**
- **strive to keep updated with the latest trends and rules of the sport**
- **recognize plateaus and staleness**
- **reduce pressure**
- **are problem solvers**

## OVERTIME

In Pat Conroy's book, "My Losing Season", he writes: "I learned to honor myself for what I accomplished in a sport where I was overmatched and out of my league. I never once approached greatness, but toward the end of my career I was always in the game." Being "in the game" is a positive aspiration for any student-athlete who wants to live a life of meaning and purpose. When led by caring, knowledgeable, enthusiastic and hardworking coaches, sports provide tremendous benefits such as commitment, character,

tenacity, teamwork, sportsmanship and fitness. With this in mind, interscholastic athletics may be one of the most important

aspects of a comprehensive education.

The NJSIAA is pleased to provide this chapter that details its programs, services and guidelines. It is an organization that is founded and run by educators who are dedicated to the development of young people. Interscholastic athletics are and should be an integral part of almost every school system in New Jersey. It is the responsibility of the NJSIAA to govern interscholastic athletics in the Garden State and ensure that students compete on an "even playing field" and are given the potential to have a positive educational experience when playing sports.



